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ents. One entire session was devoted to the discussion of the plan for certification and was in charge of the State Association of County Superintendents. There were ten of the State's institutions represented, and in every case the head of the institution present contributed to the conference. Many of the sessions were spirited; all were wholesome. In all there were some fifteen major topics discussed, including general relief, child welfare, child placing, juvenile courts, mental hygiene, and others including more than two score minor topics.

In concluding the Institutes the superintendents agreed upon three general standards for the next year's work, reporting back next Summer to measure progress in each of these: (1) More knowledge of his subject and increasingly higher standards of work. (2) More comprehensive application of this knowledge and training to the problems at hand, and (3) More originality and initiative in pioneering a little further into the whole field of public welfare.

CERTIFICATION OF SUPERINTENDENTS OF PUBLIC WELFARE

S. E. LEONARD

ONE OF THE MOST interesting and important problems that has faced the North Carolina Association of Superintendents of Public Welfare, and the State Department of Public Welfare, is the question of classification, and the certification of county superintendents of Public Welfare in this state. It was very clear that no absolute and binding standard of certificate should be required at the beginning, but rather that plans should be worked out gradually and effectively to conform to the need for trained workers, taking into consideration local initiative, unusual personalities, and available experience. At the last state conference of social work, the Association of Superintendents of Public Welfare appointed a committee to work out suitable plans for certification. This committee met, accepted tentative plans, conferred with the state Department of Public Welfare, made amendments, and then met at the University with the Institutes of Public Welfare for a session's discussion of this important step in progress. In this conference, to the interested discussions of the superintendents themselves, were added the deliberations of the state depart-

ment and the University School of Public Welfare. During these discussions, emphasis was placed upon four factors: professional training, adequate experience, strong personality, and genuine belief in the work. The pleasing feature was the unanimity with which all agreed to the need for higher standards. The summer sessions of the university of North Carolina and other training schools for social work, inspection courses and correspondence courses, make it possible for every superintendent who has the potential qualifications listed to be admitted to certification.

The plan of certification which was agreed upon, but which will not be formally adopted until later follows:

CLASS OF CERTIFICATES

Two classes of certificates, A and B will be issued. These certificates are valid for four years and renewable for four year periods. Basis of issuance of each class is given below.

1. *Class A*—The applicant, in addition to an educational background warranting expectation of success and progress in the profession of social work, must show at least one full year or three quarters, (or the equivalent in summer session or correspondence courses, or in the superior contribution to social work) in training in professional social work at institutions of such standard grades as set forth by the American Association of Training Schools for Social Work. Applicant must also have four years of practical experience in social organizations of recognized standards.

2. *Class B*—The applicant, in addition to an educational background warranting expectation of success and progress in social work, must show credit of attendance at three public welfare institutes or its equivalent or at least credit for two full courses in correspondence or residence in training in social work at institutions of such standard grades as set forth by the American Association of Training Schools for Social Work. Applicant must also have two years of practical experience in social organization of recognized standing.

Provisional A and B—Certificates are to be issued for two years and are not renewable. Applicant for Provisional A and B certificates will be required to pass an examination on the social laws of North Carolina.

Provisional A—Same requirements as Class A less experience.

Provisional B—Same requirements as Class B less experience.

It is readily seen that the above plan is very simple, but if adopted will be a start in the right direction. Public welfare work in North Carolina is still in its infancy and the general public is not yet educated to its work. For instance there are progressive counties in North Carolina that object to the superintendent attending the summer institutes because it takes him away from his work. All such feelings will disappear with time and with better standards which will mean better superintendents.

The most hopeful sign was the large attendance at the institutes last summer and the fact that the superintendents were agreed that we need some improved form of certification.

COUNTY ORGANIZATION IN MICHIGAN

OF SPECIAL INTEREST to social workers and dents of Public Welfare is the following report of the Michigan inter-city conference.

1. We recommend that in order to secure greater centralization of function in public relief the distinction between county, township, city and village system be abolished except perhaps in certain cities which the law shall name and that the administration of such relief be vested in the county as a unit.

2. We recommend that a bill be drawn up and submitted at the next legislature, authorizing the appointment, on the Local Option plan or otherwise as may be determined later, of a County Board of Public Welfare, which shall consist of the Judge of Probate, County School Commissioner, Chairman of the County Board of Supervisors and two other citizens not in public office, to be appointed with the approval of the State Welfare Department. It shall be the duty of the County Board of Public Welfare to appoint, with the approval of the State Welfare Department, a County Superintendent of Public Welfare, who shall be trained in social case work. It shall be the duty of the County Superinten-

dent of Public Welfare, with such deputies as may be necessary, to perform the functions of the present County Superintendent of the Poor and County Agent. He shall further be made responsible for the supervision of Mother's Pension and Child Welfare work in general, for the Probationary and Juvenile Protective work, and for such other work as would naturally fall to a Public Welfare Department. He shall also be made responsible for correlating and co-ordinating welfare work, both public and private, in the county.

3. We recommend a law authorizing the appointment by the State Welfare Department of one or more paid supervisors of County Superintendents of Public Welfare.

4. We believe the present system of keeping records and reports is entirely inadequate and recommend that some uniform system be worked out and installed by the State Welfare Department, under authority of the legislature. Such system should include all forms of public aid which may be subjected to state supervision.

5. We recommend that the Michigan State Conference of Social Work consider in what manner, if any, it may assume some definite responsibility for aiding in the development of the County Welfare Work of the State.

6. We further recommend that the Inter-City Conference of Family Case Work be ultimately responsible, whether alone or jointly, with the Michigan State Conference of Social Work for securing the Governor's sanction to and the introduction at the next legislature of a bill covering such points in the recommendations 2 and 3, as the Inter-City Conference of Family Case Work and the Michigan State Conference of Social work may approve.

7. It is recommended that in case it should be decided to introduce a bill providing for the appointment of County Superintendents of Public Welfare by County Boards of Public Welfare, the University of Michigan and the Michigan Agricultural College be notified and that if such bill is given their approval, they use their influence in aiding in its passage.